



## Glossary

**Anti-racist Organization:** An organization that is actively interrupting racism by assessing and taking actions to dismantle the racism within their organization. The steps involved might include increasing the diversity of their leadership, staff, artists and audience; making a racial equity plan; budgeting resources to increase the staff and board's understanding about what it means to be anti-racist; examining and working to eliminate tokenism of, microaggressions against, and racist acts towards BIPOC People of the Global Majority; developing policies and procedures that make the organization more inclusive; expanding the organization's cultural norms beyond only Western/Eurocentric/White ones.

**Arts and Culture Organization:** Not-for-profit-based groups that provide as their *primary mission* regular cultural programs or arts services, which may include producing or presenting a series or annual program of performances, exhibitions, media presentations, festivals, readings, or literary publications. **Producing** is a primary focus on direct creation, production, performance, or exhibition of arts; **presenting** is a primary focus on organizing, selecting, or curating and contracting a series, season, or festival of performances or events created by other artists and producing groups.

- Non-profit organizations that include arts as a primary and major focus of a larger mission may apply, if their larger mission is centered in serving a specific cultural group.
- **Community-based cultural groups** may apply to the Centering Art & Racial Equity grant.
- **Nonprofit non-cultural organizations** (i.e., civic organizations, social service organizations, non-arts community groups) may visit the [City's Grants and Funding webpage](#) to find the best opportunity for your organization, program, or project.

**Arts service organizations** provide education, training, and professional services such as administrative support, information resources, or technical assistance to a variety of arts professionals, organizations, or disciplines. They may promote arts education or access for special populations, ethnic communities, and underserved communities.

**Culturally specific organizations** with a significant arts and cultural program are organizations that serve a specific cultural community but might not have arts and culture as their primary mission. Many of these organizations were established to serve communities that were marginalized from receiving equitable access to existing programs. Many of these cultural

organizations evolved to support their communities in holistic ways and as a result developed significant and meaningful arts and cultural programs to better serve the needs of their communities.

**Date organization formed:** This can be the date you received your Federal Tax ID number, your State UBI number, or your City of Seattle business license number – whichever came first. If your organization has a publicly documented history of consistent and continuous arts and cultural programming prior to being formalized through a government entity, you may list this publicly documented date instead.

**Doing Business As (DBA):** Some businesses do business under a name that is different from their legal name – this is the DBA for the organization.

**Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups based on race, class, gender, age, ability, education, country of birth, religion and/or sexual orientation.

**Heritage organizations** operate a heritage facility or site or have as their mission to contribute to the education of the public about the histories of people and places in Seattle or the collection, exhibition, interpretation, preservation, or protection of resources relating to this history.

**Inclusion:** The act of creating an environment in which every person feels welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming place embraces differences and offers respect in words and actions for all people, where each person is able to share the full spectrum of their humanity and be seen and heard without fear.

**Intersectional Racial Equity:** Intersectional racial equity is achieved when the success, safety, and health of people are not pre-determined by their race and one or more other forms of oppression such as gender, ability, country of birth, religion, age, or sexual orientation; when everyone has the freedom, agency, and platform to share and amplify their stories, art, cultures, and experiences, and have what they need to thrive.

**Not-for-Profit Structure:** Eligible organizations should be “non-profit” or “not-for-profit” in that net earnings are all put back into programs and operations to further the organization’s mission. Federal 501(c)(3) tax-exempt status is not required but if awarded, the organization

should be set-up as a corporation in the State of Washington with a City of Seattle business license.

**People of the Global Majority (PGM)** is an emerging, collective and universally inclusive term encompassing people who are Black, Indigenous, Asian, Pacific Islander, Latina/o/x, multi-racial, MENA (Middle East and North Africa), creating greater connection, solidarity and empowerment for the people who represent over 80% of the world's population. Other similar but distinctively different identifiers include:

- **POC:** An acronym for People of Color. Primarily used in the United States, the term includes, but is not limited to people who are Black, Indigenous, Asian, Pacific Islander, Latina/o/x, multi-racial, MENA (Middle East and North Africa).
- **BIPOC:** A more recent evolution of the term POC referring to Black, Indigenous, and People of Color. Primarily used in the United States, the term aims to highlight the unique struggles and significant disparities that Black and Indigenous people have experienced in this country.

For this application we have chosen to use the term **BIPOC people of the global majority**.

**People of the Global Majority (PGM) Centered** means having a mission and programming that is explicitly centered and reflective of a BIPOC PGM community or communities (see above for definition of BIPOC People of the Global Majority) and where the board, staff, artists, audience, collaborators, and supporters include a significant representation of that community.

**Racial Equity:** Racial equity is achieved when the success, safety, and health of people are not pre-determined by their race; when everyone, regardless of race, has the freedom, agency, and platform to share and amplify their stories, art, cultures, and experiences, and have what they need to thrive.

**Resilience:** The ability to recover from adversity; toughness. Being able to overcome challenges and using setbacks as learning opportunities to grow stronger.

**Social Cohesion:** The sense of connectedness and solidarity within and across different groups which is dependent on a sense of belonging within a community and the strength of the relationships between members of that community. Social cohesion is more challenging when there are huge disparities between different groups/individuals so to achieve greater social cohesion, a community must work together to create greater equity for all.

**Three-year history** means organizations whose first full year of operation with programming began no later than August 5, 2022.